

GUAM DEVELOPMENTAL  
DISABILITIES COUNCIL  
(GDDC)

**2012-2016 Five-Year State Plan**

**Draft Goals and Objectives**

**for Public Comment**

## Areas of Emphasis

In 2008, the Guam Developmental Disabilities Council revamped its standing committee structure to effectively implement the current 2007-2011 State Plan with a total of four committees: The **Executive Committee**, the **Children and Family Issues Committee**, the **Adult Issues Committee**, and the **Cross-Cutting Issues Committee**.

The Developmental Disabilities Act includes ten Areas of Emphasis that the DD Councils are to address in their State Plans according to the needs of their communities, input from people with disabilities or their family members, and the status of service delivery systems on Guam. The following are the ten areas of emphasis:

- Child Care
- Cross Cutting
- Education/Early Intervention
- Employment
- Formal and Informal Community Supports
- Health
- Housing
- Quality Assurance/Self Advocacy
- Recreation
- Transportation

The current State Plan (2007-2011) for the Guam DD Council was organized in accordance with the areas of emphasis in which the Council had selected to focus for the next five years. The Council will continue with this format for the next Strategic State Plan (2012-2016), as required by the Administration on Developmental Disabilities (ADD). The Cross Cutting Committee voted to continue its current goals and objectives for another five years.

For the past year, the DD Council evaluated its activities of the current state plan and reviewed the public comments received during past conferences, workshops, job fairs, and numerous outreach events in which systemic problems were indicated and potential areas of emphasis were identified. The most recent event was the 2012-2016 Five Year State Plan Forum held from January 19, 2011-February 4, 2011 throughout the island targeting individuals with disabilities and their families. Forum surveys were conducted and compiled together with input from past activities. The Standing Committees reviewed the results during the first Work Session held on March 28, 2011 and agreed to focus on the top **seven (7) areas of emphasis: Education, Transportation, Employment, Health, Housing, Formal/Informal Community Supports, and Self Advocacy**. The following draft goals, objectives, activities, and strategies don't address the entire unmet needs of individuals with disabilities and their families in Guam. These strategies represent the Council's best attempt in effecting the greatest change in the Council's current highest priority areas. The Council can amend the goals and strategies implemented during each year of the state plan.

## **Self Advocacy**

**Goal**     People with developmental disabilities will speak up on issues that affect their lives in the community.

**Objective 1**     Increase the number of people with developmental disabilities in systems change activities.

**Strategies to be used in achieving the goal:**

- Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, and Coordination with Related Councils, Committees and Programs.

**Activities:**

- Support training activities to promote systems change.
- Support and build leadership opportunities for people with developmental disabilities.

**Performance Measure(s)**

- One hundred (100) individuals with developmental disabilities will be involved in systems change activities during the 2012-2016 State Plan.
- Submit at least one grant application per year to support advocacy efforts.

**Objective 2**     Support the opportunities for people with developmental disabilities to participate, facilitate, and conduct self-advocacy training, meetings, and conferences.

**Strategies to be used in achieving the goal:**

- Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, and Coordination with Related Councils, Committees and Programs.

**Activity:**

- Support people with developmental disabilities to conduct self-advocacy training.

**Performance Measure**

- ❖ Thirty (30) individuals with developmental disabilities will participate, facilitate, and conduct the training.

**Intermediaries/Collaborators :**

- University of Guam Center for Excellence in Developmental Disabilities Education, Research, and Service
- Guam Legal Services Corporation-Disability Law Center

- **Other non-government related organizations**

## **Community Supports**

**Goal 1** People with developmental disabilities and their families participate and have access to services in the community.

**Objective 1** Continue to educate individuals with disabilities and their families on services, resources, activities, and programs available in the community.

**Strategies to be used in achieving the goal:**

- Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, Coordination with Related Councils, Committees and Programs, Barrier Elimination, Coalition Development and Citizen Participation, and Informing Policymakers.

**Activities:**

- Conduct outreach and education activities to educate people with developmental disabilities and their families on opportunities and resources available in the community.
- Support at least four activities that facilitate the participation of individuals with developmental disabilities in the community.
- Support inclusive recreational options for children and adults with developmental disabilities.
- Continue networking with other Councils to conduct activities that promote inclusion of children and adults with disabilities in their community.

**Performance Measure**

- ❖ 100 individuals with disabilities and their families will participate in formal community supports each year beginning 2012-2016 State Plan.

**Objective 2** People with developmental disabilities will have improved access to community supports services in the community.

**Strategies to be used in achieving the goal:**

- Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, Coordination with Related Councils, Committees and Programs, Barrier Elimination, Coalition Development and Citizen Participation, and Informing Policymakers.

Activities:

- Advocate for individuals with developmental disabilities to have access to the Direct Support Provider Program as proposed in the Federal Management Team (FMT) Plan of Action for the Department of Mental Health and Substance Abuse.
- Advocate for more case management services for individuals with developmental disabilities and their families.
- Advocate for the re-establishment of the Individualized Budgeting Program (IBP) to assist individuals with developmental disabilities to have the choice of acquiring and accessing personal assistant and other services in order to live independently in the community.

Performance Measure

- 30 individuals with disabilities will benefit from formal community supports during the 2012-2016 State Plan.

Objective 3      Support and advocate for an “Inclusion for All” facility in the community.

Strategies to be used in achieving the goal:

- Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, Coordination with Related Councils, Committees and Programs, Barrier Elimination, Coalition Development and Citizen Participation, and Informing Policymakers.

Activities:

- Support community efforts to build connections in the community.
- Continue participation in the Aging and Disabilities Resource Center (ADRC) program.
- Collaborate with government and non-government organizations to participate in group activities to improve personal enrichment and interest.
- Continue collaboration with the Department of Integrated Services for Individuals with Disabilities (DISID) to pursue grant funding to develop and expand services and supports for people with developmental disabilities.
- Advocate and collaborate with Department of Integrated Services for People with Disabilities (DISID) and other agencies in identifying funds for Personal Care Attendant (PCA) program for daily living support.
- Advocate and support the development of the “Inclusion for All” project on various services, programs, and activities are centralized, accessible, and integrated in the community.

Performance Measure

- ❖ 100 individuals with disabilities will benefit from formal community supports each year beginning 2012-2016 State Plan.

**Objective 4**      Increase knowledge and access to assistive technology.

**Strategies to be used in achieving the goal:**

- Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, Coordination with Related Councils, Committees and Programs, and Barrier Elimination.

**Activities:**

- Collaborate with Tri-Agencies and Guam Department of Education, Division of Special Education, and other service providers to educate people about the use of assistive technology devices for use at home, work, and in the community usage.
- Support policies and procedures that assist people to access or purchase assistive technology devices.

**Performance Measure**

- 100 individuals with disabilities will benefit from formal community supports each year beginning 2012-2016 State Plan.

**Intermediaries/Collaborators :**

- **University of Guam Center for Excellence in Developmental Disabilities Education, Research, and Service**
- **Guam Legal Services Corporation-Disability Law Center**
- **Department of Integrated Services for Individuals with Disabilities/Division of Vocational Rehabilitation**
- **Department of Mental Health and Substance Abuse**
- **Other non-government related organizations**

## **Education**

**Goal**      Students with developmental disabilities have access to appropriate educational supports and services that are integrated and promote inclusion in all facets of student life.

**Objective 1**      Students and their families will improve their skills to access appropriate educational services and supports.

**Strategies to be used in achieving the goal:**

- Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, Coordination with Related Councils, Committees and Programs, and Informing Policymakers

**Activities:**

- Collaborate with Tri-Agencies, Guam Department of Education-Division of Special Education (GDOE SPED), and other organizations to sponsor an annual conference for students with disabilities and their families.
- Support the publication of a "Student and Parent Guide Book for Transition Planning" to guide parents and families to prepare students with disabilities to enter post-secondary environments.
- Advocate to improve student and family involvement in obtaining adequate and improved transition services for higher education and employment opportunities. Collaborate with Tri-Agencies, Guam Department of Education, Division of Special Education (SPED), Department of Integrated Services for Individuals with Disabilities (DISID), and other service providers on providing training to transition students (beginning at age 14) and their families.
- Collaborate with Tri-Agencies, GDOE SPED, and other organizations to conduct an assessment of current parent trainings conducted.

**Performance Measure**

- ❖ 200 students and family members will participate in DD Council sponsored training activities.
- ❖ The DD Council will advocate for the incorporation of feedback and recommendations made through the assessment of parent trainings into future activities.

**Intermediaries/Collaborators :**

- **University of Guam Center for Excellence in Developmental Disabilities Education, Research, and Service**
- **Guam Legal Services Corporation-Disability Law Center**
- **Guam Department of Education, Division of Special Education**
- **Department of Integrated Services for Individual with Disabilities/Division of Vocational Rehabilitation**
- **Other non-government related organizations**

## **Employment**

**Goal**      People with developmental disabilities have opportunities to be informed and obtain employment in the community.

**Objective1**      Increase the number of people with developmental disabilities to be informed and obtain employment in community.

**Strategies to be used in achieving the goal:**

- Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, and Coordination with Related Councils, Committees and Programs.

**Activities:**

- Coordinate and collaborate with the Department of Integrated Services for Individuals with Disabilities (DISID) and Department of Labor (DOL), to identify and refer adults with developmental disabilities for educational/vocational opportunities and other available enrichment services through the Division of Support Services (DSS) and/or the Division of Vocational Rehabilitation (DVR).
- Coordinate and collaborate with DISID/DVR and Guam Department of Education (GDOE), Division of Special Education (SPED), to provide information on training and employment opportunities for students exiting high school.
- Participate and support efforts to disseminate information about employment by maintaining membership in the State Rehabilitation Council (SRC) of the Guam Division of Vocational Rehabilitation (DVR).
- Monitor and support the federal and local legislation and policies that mandates government and non-government organizations to employ persons with disabilities.
- Advocate for establishment of training programs for individuals with developmental disabilities to be qualified as coaches.
- Advocate for employment funding focusing on individuals with developmental disabilities.

**Performance Measure**

- ❖ Thirty (40) people with developmental disabilities will gain employment during the 2012-2016 State Plan.

**Objective 2**      Support opportunities in the post-secondary education to individuals with developmental disabilities that lead to employment.

**Strategies to be used in achieving the goal:**

- Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, and Coordination with Related Councils, Committees and Programs.

Activities:

- Promote policies that enable people with developmental disabilities to access post-secondary education, vocational training, and apprenticeship programs.
- Identify and support post-secondary education opportunities through liaison and point of contact

Performance Measure

- ❖ Two (2) employment-related program or policy will be created during the 2012-2016 State Plan.

Intermediaries/Collaborators :

- **University of Guam Center for Excellence in Developmental Disabilities Education, Research, and Service**
- **Guam Legal Services Corporation-Disability Law Center**
- **Department of Integrated Services for Individuals with Disabilities/Division of Vocational Rehabilitation**
- **Department of Labor/Agency for Human Resources Development**
- **Other non-government related organizations**

## **Health**

**Goal** To improve the health of individuals with developmental disabilities by expanding access to health care and insuring inclusive public health service.

**Objective 1** People with developmental disabilities are informed and receive the healthcare services in the community.

**Strategies to be used in achieving the goal:**

- Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, Coordination with Related Councils, Committees and Programs, and Coalition Development and Citizen Participation.

**Activities:**

- Assess the health care concerns of people with developmental disabilities and their families.
- Support training to healthcare professions in the community.
- Support a medical education symposium.
- Support and promote healthy lifestyles activities.
- Support the recruitment of specialized healthcare professionals.

**Performance Measure**

- ❖ Thirty (30) individuals with developmental disabilities will benefit during the 2012-2016 State Plan.

**Intermediaries/Collaborators :**

- University of Guam Center for Excellence in Developmental Disabilities Education, Research, and Service
- Guam Legal Services Corporation-Disability Law Center
- Department of Public Health and Social Services
- Guam Memorial Hospital
- Guam Medical Association
- Guam Medical Society
- Other health organizations

## **Housing**

**Goal** People with developmental disabilities will choose where and with whom they want to share housing.

**Objective 1** Continue to educate people with disabilities, their families, and service providers on housing programs and eligibility requirements.

**Strategies to be used in achieving the goal:**

- Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, Coordination with Related Councils, Committees and Programs, and Barrier Elimination.

**Activities:**

- Continue collaborative partnership with Guam Housing Urban Renewal Authority (GHURA) for referring individuals with developmental disabilities to obtain housing services.
- Coordinate with GHURA to conduct training on the “Fair Housing Act” and other accessible housing programs available to people with developmental disabilities.
- Conduct Disability Sensitivity Training to GHURA staff that coordinate services for people with developmental disabilities and provide a consumer panel training session of their experiences in accessing GHURA services.

**Performance Measure**

- ❖ Thirty -Forty (30-40) individuals with developmental disabilities will have a home of their choice within the 2012-2016 State Plan.

**Objective 2** Increase and provide safe, accessible, and affordable housing options for people with developmental disabilities living in the community.

**Strategies to be used in achieving the goal:**

- Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, Coordination with Related Councils, Committees and Programs, and Barrier Elimination.

**Activities:**

- Continue advocating for people with developmental disabilities to obtain housing services under the various housing programs with Guam Housing Urban Renewal Authority (GHURA).
- Coordinate with Real Estate agencies to conduct housing seminars to educate and promote opportunities to obtain a home and/or become homeowners.

- Support local community efforts to provide housing choices for people with developmental disabilities.
- Advocate for accessible housing and accessible community features are incorporated and included in the affordable housing strategic plan.

**Performance Measure(s)**

- ❖ Thirty-Forty (30-40) units of safe, accessible, and affordable housing will be made available for people with developmental disabilities during the 2012-2016 State Plan.

**Intermediaries/Collaborators :**

- **Guam Housing Urban Renewal Authority**
- **Department of Integrated Services for Individuals with Disabilities**
- **Department of Mental Health and Substance Abuse**
- **Guam Regional Transit Authority**
- **Guam Center for Independent Living**
- **Catholic Social Services**
- **Guma Mami, Inc.**
- **Other private companies**

## **Transportation**

**Goal** People with developmental disabilities have access to transportation services for work, school, medical, and other personal needs.

**Objective 1** Continue advocating to improve and expand paratransit services for people with developmental disabilities.

**Strategies to be used in achieving the goal:**

- Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, and Coordination with Related Councils, Committees and Programs.

**Activities:**

- Advocate for the autonomy of the Guam Regional Transit Authority (GRTA) to improve transportation services.
- Collaborate with DD network to conduct training to improve paratransit services.
- Support a transportation forum as a means to improve the paratransit services to individuals with developmental disabilities.
- Continue advocating to improve the policies and procedures of paratransit services (i.e., phone system, response time, scheduling etc.).
- Advocate to increase the fleet of paratransit to accommodate transportation demand and ensure availability and reliability of services to individuals with developmental disabilities and their families.
- Support and participate in the planning of maintaining and building bus shelters.
- Promote at least one policy or initiative that promotes the improvement of paratransit services.
- Support the feasibility of transportation service automation using computer software (i.e. evaluate call taking, scheduling, dispatching system and other functions).

**Performance Measure**

- ❖ Thirty (30) individuals with developmental disabilities will benefit from transportation services from 2012-2016 State Plan.

**Intermediaries/Collaborators :**

- University of Guam Center for Excellence in Developmental Disabilities Education, Research, and Service
- Guam Legal Services Corporation-Disability Law Center
- Guam Regional Transit Authority
- Other transit organizations

## **Cross Cutting**

**Goal 1** People with developmental disabilities are identified along with their various types of disabilities, and are registered in a reliable database system for more efficient and timely accessing of services available in the community.

**Strategies to be used in achieving the goal:**

- Interagency Collaboration and Coordination

**Objective 1** Coordinate with DISID for the development of a disabilities registry that will list all people with developmental and other disabilities to include their distinct types of disabilities.

**Activities:**

- Conduct outreach, public awareness, and registering events at community events.
- Collaborate with DISID, the Department of Education, and other disability-related organizations and agencies to develop a disabilities registry that will list all people with developmental disabilities.
- Conduct up to three (3) focus groups to determine the types of information needed and to develop forms to obtain information for the Registry.

**Performance Measure**

- ❖ Establishment of an In-house “Registry of Individuals with Development Disabilities” database system with at least 1,000 persons with developmental disabilities register for Year 1: and an additional 500 individuals with DD each succeeding year.

**Goal 2** People with developmental disabilities are informed and assured of immediate emergency care in the event of a disaster.

**Strategies to be used in achieving the goal:**

- Outreach and Interagency Collaboration and Coordination

**Objective 1** Facilitate the development and maintenance of a Special Needs Registry to help identify people with developmental and other disabilities who may need assistance during an emergency.

**Activities:**

- Identify individuals in the “Registry of Individuals with DD” database who require assistance during emergencies.
- Collaborate with Homeland Security, village mayors, and related service providers to develop “assistance plans”.

#### Performance Measure

- ❖ Listing of Individuals with DD who request and require assistance during an emergency.
  - ❖ Memorandum of Understanding with Homeland Security and/or village mayors indicating collaborative efforts to share information and assist in the process to secure required services for individuals with developmental disabilities during emergencies.
- Objective 2      Collaborate with the Department of Homeland Security to facilitate the development of a comprehensive Emergency Preparedness Handbook for people with developmental and other disabilities or one that is incorporated into a disaster preparedness plan for all residents.
- Objective 3      Ensure that both the Emergency Preparedness Management Plan and the Emergency Preparedness Handbook are available in the Council's Website.

#### Performance Measure (s)

- ❖ Two (2) copies of products distributed to policymakers about issues related to Council initiatives during the 2012-2016 State Plan.
  - ❖ 10,000 members of the general public will be informed during the 2012-2016 State Plan.
- Goal 3      To educate and bring awareness to policy makers, government agencies, and community organizations regarding persons with developmental disabilities.

#### Strategies to be used in achieving the goal:

- Outreach, Supporting and Educating Communities, and Interagency Collaboration and Coordination.
- Objective 1      Utilize the availability of radio air time to disseminate information and to invoke dialogue about programs and services on developmental disabilities.
- Objective 2      Collaborate with DISID to publish an electronic version of the services directory in the Guam Get Care system of the Aging and Disabilities Resource Center (ADRC) program.
- Objective 3      Encourage the involvement of the Council and other public and private organizations in program displays or presentations at various events in the community.

#### Performance Measure (s)

- ❖ Fifteen (15) Public policymakers educated by Council about issues related to Council initiatives during the 2012-2016 State Plan.
- ❖ Two (2) copies of products distributed to policymakers about issues related to Council initiatives during the 2012-2016 State Plan.
- ❖ 10,000 members of the general public will be informed during the 2012-2016 State Plan.

**Goal 4**            The DD Council will establish a web site and provide information on all Council activities, as well as the linkages to other services and programs that are available in the community for people with developmental disabilities.

**Strategies to be used in achieving the goal:**

➤ Outreach and Interagency Collaboration and Coordination

**Objective 1**        Pursue the development of a Council Website to promote awareness and information relevant to people with developmental disabilities.

**Objective 2**        Maintain ongoing collaboration with pertinent organizations to ensure that information in the Council's Website is kept current.

**Performance Measure (s)**

- ❖ Fifteen (15) Public policymakers educated by Council about issues related to Council initiatives during the 2012-2016 State Plan.
- ❖ 10,000 members of the general public will be informed during the 2012-2016 State Plan.

**Intermediaries/Collaborators :**

- **University of Guam Center for Excellence in Developmental Disabilities Education, Research, and Service**
- **Guam Legal Services Corporation-Disability Law Center**
- **Department of Integrated Services for Individuals with Disabilities**
- **Department of Public Health and Social Services**
- **Mayor's Council of Guam**
- **Other non-government related organizations**